


REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1986-0519
Revision No.: 7
Date of Last Revision: 03/07/2002

This wage determination applies at the address(es) below:

John F. Kennedy Space Center, Cape Canaveral Air Station, Brevard County, FL

Employed on NASA contracts for technical services on the payload ground operation.

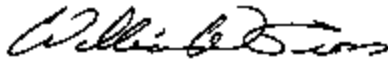
Collective Bargaining Agreement between McDonnell Douglas Aerospace (The Boeing Company) and International Brotherhood of Electrical Workers AFL-CIO, Local No. 2088 effective February 7, 2000 through February 2, 2003.

Collective Bargaining Agreement between McDonnell Douglas Aerospace (The Boeing Company) and International Association of Machinists & Aerospace Workers, Lodge 1163 effective August 11, 2001 through August 11, 2004.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

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Wage Determination No.: 1994-2118
Revision No.: 16
Date of Last Revision: 05/17/2001

State: Florida

Area: Florida Counties of Brevard, Indian River

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.19
Accounting Clerk II	11.71
Accounting Clerk III	13.83
Accounting Clerk IV	17.45
Court Reporter	12.47
Dispatcher, Motor Vehicle	11.30
Document Preparation Clerk	9.54
Duplicating Machine Operator	9.54
Film/Tape Librarian	11.91
General Clerk I	9.08
General Clerk II	10.22
General Clerk III	10.98
General Clerk IV	12.33
Housing Referral Assistant	14.77
Key Entry Operator I	9.09
Key Entry Operator II	10.76
Messenger (Courier)	8.16
Order Clerk I	9.03
Order Clerk II	12.36
Personnel Assistant (Employment) I	9.99
Personnel Assistant (Employment) II	11.24
Personnel Assistant (Employment) III	12.29
Personnel Assistant (Employment) IV	13.78
Production Control Clerk	15.83
Rental Clerk	10.99
Scheduler, Maintenance	12.43
Secretary I	12.43
Secretary II	13.67
Secretary III	14.77
Secretary IV	16.80
Secretary V	18.50
Service Order Dispatcher	10.27
Stenographer I	10.57

Stenographer II	11.33
Supply Technician	16.80
Survey Worker (Interviewer)	12.83
Switchboard Operator-Receptionist	8.23
Test Examiner	13.67
Test Proctor	13.67
Travel Clerk I	9.32
Travel Clerk II	10.09
Travel Clerk III	10.40
Word Processor I	9.69
Word Processor II	10.87
Word Processor III	12.15

Automatic Data Processing Occupations

Computer Data Librarian	11.16
Computer Operator I	13.03
Computer Operator II	14.18
Computer Operator III	15.89
Computer Operator IV	17.45
Computer Operator V	19.46
Computer Programmer I (1)	16.15
Computer Programmer II (1)	19.35
Computer Programmer III (1)	23.39
Computer Programmer IV (1)	25.86
Computer Systems Analyst I (1)	21.79
Computer Systems Analyst II (1)	25.63
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.16

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.49
Automotive Glass Installer	15.00
Automotive Worker	15.00
Electrician, Automotive	15.86
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.49
Motor Equipment Metal Worker	15.00
Motor Vehicle Mechanic	16.49
Motor Vehicle Mechanic Helper	12.74
Motor Vehicle Upholstery Worker	14.48
Motor Vehicle Wrecker	15.00
Painter, Automotive	15.76
Radiator Repair Specialist	15.00
Tire Repairer	13.08
Transmission Repair Specialist	16.49

Food Preparation and Service Occupations

Baker	11.11
Cook I	10.11

Cook II	11.11
Dishwasher	7.82
Food Service Worker	7.82
Meat Cutter	11.11
Waiter/Waitress	8.47

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	15.76
Furniture Handler	12.39
Furniture Refinisher	15.76
Furniture Refinisher Helper	12.74
Furniture Repairer, Minor	14.28
Upholsterer	15.76

General Services and Support Occupations

Cleaner, Vehicles	7.82
Elevator Operator	8.99
Gardener	10.11
House Keeping Aid I	7.82
House Keeping Aid II	9.74
Janitor	8.99
Laborer, Grounds Maintenance	8.47
Maid or Houseman	7.02
Pest Controller	12.25
Refuse Collector	8.99
Tractor Operator	9.87
Window Cleaner	9.74

Health Occupations

Dental Assistant	10.75
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.55
Licensed Practical Nurse II	10.73
Licensed Practical Nurse III	12.01
Medical Assistant	10.73
Medical Laboratory Technician	10.73
Medical Record Clerk	12.34
Medical Record Technician	12.93
Nursing Assistant I	7.97
Nursing Assistant II	8.96
Nursing Assistant III	9.77
Nursing Assistant IV	10.98
Pharmacy Technician	11.63
Phlebotomist	10.73
Registered Nurse I	14.92
Registered Nurse II	18.25
Registered Nurse II, Specialist	18.25
Registered Nurse III	22.09
Registered Nurse III, Anesthetist	22.09

Registered Nurse IV	26.47
Information and Arts Occupations	
Audiovisual Librarian	19.30
Exhibits Specialist I	16.21
Exhibits Specialist II	19.30
Exhibits Specialist III	21.10
Illustrator I	16.22
Illustrator II	19.30
Illustrator III	21.10
Librarian	19.55
Library Technician	12.44
Photographer I	12.81
Photographer II	15.50
Photographer III	18.45
Photographer IV	20.18
Photographer V	22.30
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.18
Counter Attendant	7.18
Dry Cleaner	7.72
Finisher, Flatwork, Machine	7.18
Presser, Hand	7.18
Presser, Machine, Drycleaning	7.18
Presser, Machine, Shirts	7.18
Presser, Machine, Wearing Apparel, Laundry	7.18
Sewing Machine Operator	8.20
Tailor	8.68
Washer, Machine	6.75
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.76
Tool and Die Maker	18.73
Material Handling and Packing Occupations	
Forklift Operator	11.20
Fuel Distribution System Operator	14.48
Material Coordinator	16.43
Material Expediter	16.43
Material Handling Laborer	6.91
Order Filler	10.61
Production Line Worker (Food Processing)	12.68
Shipping Packer	10.57
Shipping/Receiving Clerk	11.03
Stock Clerk (Shelf Stocker, Store Worker II)	12.48
Store Worker I	9.52
Tools and Parts Attendant	14.66
Warehouse Specialist	14.58

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.49
Aircraft Mechanic Helper	12.74
Aircraft Quality Control Inspector	17.76
Aircraft Servicer	14.28
Aircraft Worker	15.00
Appliance Mechanic	16.76
Bicycle Repairer	13.08
Cable Splicer	16.49
Carpenter, Maintenance	15.76
Carpet Layer	15.19
Electrician, Maintenance	16.49
Electronics Technician, Maintenance I	18.04
Electronics Technician, Maintenance II	22.66
Electronics Technician, Maintenance III	25.45
Fabric Worker	14.28
Fire Alarm System Mechanic	16.49
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.49
General Maintenance Worker	15.00
Heating, Refrigeration and Air Conditioning Mechanic	16.49
Heavy Equipment Mechanic	16.49
Heavy Equipment Operator	16.49
Instrument Mechanic	16.49
Laborer	11.04
Locksmith	15.76
Machinery Maintenance Mechanic	16.49
Machinist, Maintenance	17.68
Maintenance Trades Helper	12.74
Millwright	16.49
Office Appliance Repairer	15.76
Painter, Aircraft	15.97
Painter, Maintenance	15.76
Pipefitter, Maintenance	16.49
Plumber, Maintenance	15.76
Pneumatic Systems Mechanic	16.49
Rigger	16.49
Scale Mechanic	15.00
Sheet-Metal Worker, Maintenance	16.49
Small Engine Mechanic	15.00
Telecommunication Mechanic I	16.49
Telecommunication Mechanic II	17.24
Telephone Lineman	16.49
Welder, Combination, Maintenance	16.49
Well Driller	16.49
Woodcraft Worker	16.49
Woodworker	13.54

Miscellaneous Occupations

Animal Caretaker	9.00
Carnival Equipment Operator	11.35
Carnival Equipment Repairer	11.62
Carnival Worker	7.82
Cashier	6.93
Desk Clerk	7.52
Embalmer	16.57
Lifeguard	8.61
Mortician	18.67
Park Attendant (Aide)	10.83
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
Recreation Specialist	14.12
Recycling Worker	10.94
Sales Clerk	8.33
School Crossing Guard (Crosswalk Attendant)	8.46
Sport Official	7.49
Survey Party Chief (Chief of Party)	11.91
Surveying Aide	7.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.83
Swimming Pool Operator	11.11
Vending Machine Attendant	10.94
Vending Machine Repairer	12.77
Vending Machine Repairer Helper	10.94

Personal Needs Occupations

Child Care Attendant	7.32
Child Care Center Clerk	10.48
Chore Aid	7.91
Homemaker	11.66

Plant and System Operation Occupations

Boiler Tender	16.49
Sewage Plant Operator	15.76
Stationary Engineer	16.49
Ventilation Equipment Tender	12.74
Water Treatment Plant Operator	15.76

Protective Service Occupations

Alarm Monitor	12.20
Corrections Officer	12.20
Court Security Officer	12.33
Detention Officer	12.20
Firefighter	13.83
Guard I	7.01
Guard II	12.38
Police Officer	14.99

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.68
Hatch Tender	14.97
Line Handler	14.97
Stevedore I	16.17
Stevedore II	17.91

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.68
Archeological Technician II	14.26
Archeological Technician III	17.61
Cartographic Technician	17.61
Civil Engineering Technician	15.58
Computer Based Training (CBT) Specialist/ Instructor	21.33
Drafter I	9.26
Drafter II	11.91
Drafter III	14.41
Drafter IV	17.15
Engineering Technician I	9.30
Engineering Technician II	11.96
Engineering Technician III	14.47
Engineering Technician IV	17.22
Engineering Technician V	18.84
Engineering Technician VI	20.82
Environmental Technician	17.45
Flight Simulator/Instructor (Pilot)	25.09
Graphic Artist	20.23
Instructor	21.12
Laboratory Technician	15.89
Mathematical Technician	15.31
Paralegal/Legal Assistant I	11.16
Paralegal/Legal Assistant II	15.10
Paralegal/Legal Assistant III	18.46
Paralegal/Legal Assistant IV	22.35
Photooptics Technician	15.31
Technical Writer	19.62
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
Weather Observer, Senior (3)	18.27
Weather Observer, Upper Air (3)	16.45

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.16
Parking and Lot Attendant	9.94
Shuttle Bus Driver	13.42
Taxi Driver	10.94
Truckdriver, Heavy Truck	14.89
Truckdriver, Light Truck	13.42
Truckdriver, Medium Truck	14.16
Truckdriver, Tractor-Trailer	14.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.